



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BRIGADE, 1ST INFANTRY DIVISION
CMR 464, UNIT 26003
APO AE 09226



AETV-BGS-CDR

27 January 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter # 2 - Equal Opportunity

1. References:

- a. AR 600-20, Army Command Policy
- b. AR 600-13, Army Policy for the Assignment of Female Soldiers

2. This command is committed to the Army Equal Opportunity (EO) Program. Unlawful discrimination and sexual harassment will not be practiced, condoned, or tolerated within this command.

3. Equal Opportunity Policy.

a. This command will provide equal opportunity and fair treatment for military personnel, family members and DA civilians without regard to race, color, gender, religion, or national origin, and provide an environment free from unlawful discrimination and offensive behavior. This policy:

(1) Applies both on and off post, during duty and non-duty hours.

(2) Applies to working, living, and recreational environments (including both on and off-post housing).

b. Soldiers will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin. The assignment and utilization of female soldiers is partially governed by federal law. AR 600-13, Army Policy for the Assignment of Female Soldiers, prescribes policies, procedures, responsibilities, and the position coding system for female soldiers.

c. Rating and reviewing officials shall evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment and document significant deviations from that commitment in evaluation reports. Substantiated formal complaints require a "Does not support EO" on the NCOER or the OER. This documentation includes administering appropriate administrative, disciplinary, or legal action(s) to correct inappropriate behavior.


d. This policy does not implement the provisions of either the Age Discrimination in Employment Act of 1967 (Sections 630 through 634, Title 29, United States Code) or Title VII of the Civil Rights Act of 1964 (Section 2000e, Title 42, United States Code). Physical disability and age controls are not addressed due to overriding concerns of medical fitness and deployability of military personnel.

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4. EO complaints can be informal or formal, and they can be presented to the chain of command or the Brigade EO Advisor's Office, Building 1 (Brigade Headquarters), Conn Barracks, 353-8043. The chain of command will make every effort to resolve complaints. All formal complaints will be processed through the Brigade EO Advisor's Office.

5. Complainants will be protected from acts or threats of reprisal.


RANDAL A. DRAGON
COL, IN
Commanding

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